

NIST Technicalendar

UNITED STATES DEPARTMENT OF COMMERCE

Technology Administration
National Institute of Standards and Technology
Gaithersburg, Maryland 20899-0001

The *NIST Technicalendar*, issued each Friday, covers scheduled events which are of interest primarily to the NIST staff. All boxed items/notices for inclusion should be in WordPerfect 5.1, 6.1, or ASCII format and MUST be received by 12:00 NOON each Wednesday unless otherwise stated in the *NIST Technicalendar*. Items for inclusion and requests for copies of this calendar should be sent to Ms. Sharon Mingo, Editor, Building 820, Room 125, National Institute of Standards and Technology, Gaithersburg, MD 20899-0001, (Telephone: 301/975-3570; FAX: 301/926-4431; or E-mail: mingo@micf.nist.gov).

All lectures and meetings are open unless otherwise stated.

NIST Weekly Calendars and Bulletins Online

The address for online weekly editions (most recent three months) of the *NIST Technicalendar* and *NIST Administrative Calendar* is

<http://ts.nist.gov/nvl/htdocs/calendars/calendars.html>

Calendar files are in pdf format. If you don't already have the free Adobe Acrobat Reader, first download it from

<http://www.adobe.com/Acrobat/readstep.html>

The *Boulder Laboratories Weekly Bulletin* (current and previous week), in html format, is available online at

<http://www.boulder.nist.gov:1580/bulletin/>

JUNE 3 TO JUNE 7, 1996

MEETINGS AT NIST

6/3—MONDAY 1:30 p.m. BUILDING MATERIALS DIVISION SEMINAR: Lattice Gas and Lattice Boltzmann Methods S. Chen, IBM, T.J. Watson Research Center, Yorktown Heights, NY. Rm. B221, Building Research Bldg. (NIST contact: N. Martys, 975-5915.)

6/3—MONDAY 1:30 p.m. PHYSICAL AND CHEMICAL PROPERTIES DIVISION SEMINAR: Kinetics and Energetics of H Bonds Dissociation in Isolated Carboxylic Acid Vapor Studied by Resonant Photoacoustic Spectroscopy, A. Winkler, Univ. of Bremen, FB1, Institute of Environmental Physics, Bremen, Germany. Rm. A322, Chemistry Bldg. (NIST contact: J.B. Mehl, 975-2451 or M.R. Moldover, 975-2459.)

6/3—MONDAY 1:30 p.m. SURFACE AND MICROANALYSIS SCIENCE DIVISION
SEMINAR: Elastic-Electron-Scattering Effects in Surface-Sensitive Electron Spectroscopies, A. Jablonski, IPC, Polish Academy of Sciences, Warsaw, Poland. Rm. B165, Physics Bldg. (NIST contact: C.J. Powell, 975-2534.)

6/4—TUESDAY 10:30 a.m. FIRE SEMINAR: Large Eddy Simulations of Smoke Transport, K. McGrattan, BFRL, NIST, Gaithersburg, MD. Rm. B245, Polymer Bldg. (NIST contact: J. Gilman, 975-6573.)

Chemical Science and Technology Laboratory Colloquium

SCIENCE AND COMMON NONSENSE

Robert L. Park, Department of Physics, University of Maryland

10:30 AM, Thursday, June 6, 1996, Lecture Room A, Administration Building
(Note room change!)

The public is dangerously alienated from the scientific revolution—but then, so are a lot of scientists. Even as exaggerated or irrational fears of technological hazards are impeding progress, there are “futurists” happily concocting techno-utopian fantasies. There is an alarming resurgence of ancient beliefs in magic, astrology, angels and faith healers, while new-age superstitions, ranging from alien abductions to psychokineses, pop up all over the landscape. And no claim is so preposterous that a PhD physicist or chemist cannot be found with an explanation in terms of quantum mechanics, relativity or chaos. How are we to account for such widespread nuttiness? The possibility that it's due to a "belief gene" will be discussed.

Professor Park is also the Washington-scene observer for the American Physical Society, as reported in the weekly "What's New" e-mail column which he always concludes with the warning/advice: "Opinions are the author's and are not necessarily shared by the APS, but they should be."

For further information contact B. Gadzuk, 975-2548 or B. MacCrehan, 975-3122.

PLEASE NOTE: SCHEDULE CHANGE

Advance Notice
Computing and Applied Mathematics Laboratory
Statistical Engineering Division

CASE STUDIES IN UNCERTAINTY ANALYSIS

Keith Eberhardt

This two-day course, the fourth in a unified program of short courses in applied statistics primarily for the NIST community, will consist of detailed discussions of several example uncertainty analyses. The course will be held on Mondays, June 10 and June 17, 9 a.m. - 12 noon in Lec. Rm. A. For more information on this course contact K. Eberhardt, 975-2853, keith.eberhardt@nist.gov. For information on later courses in this series, contact M. Vangel, 975-3208, mark.vangel@nist.gov, or see the event calendar under the Statistical Engineering Division home page, URL <http://www.cam.nist.gov/caml/sed/>. Registration is \$50, and Form DN-11 should be submitted to P. O'Connor, Training Office, Admin. A123, by COB June 5.

Advance Notice

**MEP VIDEO CONFERENCE SERIES: ERGONOMICS FOR THE
MANUFACTURING WORKPLACE**

Produced by: NIST/Mid-America Manufacturing Technology Center (MAMTC)
June 12, 1996; 9:00 a.m. - 12:00 noon; Building 301, Room C145

This video conference presentation is part of a series of MEP sponsored seminars, provided by the National Technological University (NTU), entitled "Modern Manufacturing: The National Videoconference Series for Successful Small Firms." This seminar helps small manufacturers understand ergonomic workplace design principles to lower costs, improve productivity, and enhance workers' quality of life. Key topics include: advantages of implementing ergonomic principles, cumulative trauma disorders, workplace design principles, and identifying problem areas and potential solutions.

**For information contact Wendy Kirby, Video Conference Series
Coordinator, 975-4674.**

Advance Notice
NIST 95-96 Colloquium Series
(Co-sponsored by the NIST Committee for Women)

SEA CHANGE: EXPLORING TROUBLED WATERS

Sylvia A. Earle, President, Deep Ocean Research and Exploration, Inc
Chief Scientist, NOAA, 1990-1992

June 14, 1996, 10:30 a.m.-11:30 a.m., Green Auditorium, Admin. Bldg.

Dr. Earle, a marine biologist, oceanographer, botanist, and deep-sea diver, is one of the most accomplished women scientist-explorers in America. She will take us on a wide-ranging journey, from the massive oil spills in Prince William Sound and the Persian Gulf, to whaling stations and toxic waste sites, to the Tokyo Fish Market, where thousands of tons of fish are sold daily. She will describe changes caused by what people are putting into the sea and by what is being taken out, with a blueprint for action and examples drawn from 30 years of underwater observations.

A "Meet the Author" reception will be held in the NIST library, Administration Building, from 9 a.m. to 10 a.m. Copies of the book, **Sea Change: A Message of the Oceans**, will be available for review.



Anyone requiring special assistance should contact L. Ware on 975-4203. Colloquia are videotaped and available in the Research Information Center.

Advance Notice
COMPASS '96
11TH ANNUAL CONFERENCE ON COMPUTER ASSURANCE
June 17-21, 1996, NIST

TUTORIALS: Safety Case Construction, Human-Machine Interface, Cryptographic Protocols, ACL2, Reasoning About Assurance, Formal Analysis.

SESSIONS: Formal Specification and Analysis, Mechanical Theorem Provers, Formal Methods, Program Verification, Software Safety, Computer Security, Testing.

PANELS: From Theory to Practice—Bridging the Gap, High Assurance Computing.

BANQUET SPEAKER: Nancy Leveson (University of Washington, U.S.A.).

TOOLS FAIR: NRL's requirements toolset SCR*, CLInc's ACL2 theorem prover, two model checkers, + many more....

For a complete program and registration information contact: Laura Ippolito, 975-5248 or lippolito@nist.gov.

MEETINGS ELSEWHERE

6/6—THURSDAY 11:00 a.m. NAVAL RESEARCH LAB. NONLINEAR SCIENCE LECTURE: Nonlinear Damping Properties of Pseudoelastic Shape Memory Alloys, Z. Feng, MIT, Cambridge, MA. Rm. 109, Bldg. A50, NRL, Washington, DC. (For further information call I. Georgiou, 202/767-5248.)

THE NORTH AMERICAN ISDN USERS' FORUM (NIUF)

June 3-6, 1996
Los Angeles Airport Hilton and Towers, CA

The NIUF will be held jointly with the California ISDN Users' Group (CIUG). The meetings conducted will include joint sessions of the ISDN Users' Workshop (IUW) and the ISDN Implementors' Workshop (IIW) which will allow users and suppliers of ISDN Technology to advance the development of interoperable ISDN broadband and narrowband products and services. A few of the meeting topics include: ISDN Wiring and Powering, ISDN Ordering Codes, SPIDs, BRI Trunking, Universal Ordering Form, Versions, and Mass Markets. Tutorials will be presented on topics such as, Basic and Primary Rate ISDN, PPP Multilink Protocols, Video/Data Collaboration with T.120, Latest PPP Developments. There will also be vendor exhibits Wednesday and Thursday.

**For further information contact Sara Caswell, 301/975-2937
(niuf@nist.gov) or see the NIUF Home Page at URL
<http://www.niuf.nist.gov/misc/niuf.html>.**

Advance Notice
Ninth Annual Dama-NCR Data Management Symposium

**IT'S THE ELEVENTH HOUR, DO YOU KNOW WHAT YOUR DATA
IS DOING?**

June 13-14, 1996

Sheraton Crystal City Hotel, 1800 Jefferson Davis Highway, Arlington, VA

The goal of the NINTH ANNUAL DAMA-NCR DATA MANAGEMENT SYMPOSIUM is to increase awareness of the impact data has on organizations and their employees by sharing information on effective data management techniques.

Organizations' efforts to address Data Management problems, their experiences, successes, frustrations, and lessons learned will be shared. The Symposium features exciting presentations by internationally recognized experts and practitioners. Scheduled speakers include: John Zachman, President, Zachman Intl., Inc.; Barbara von Halle, Principal, Spectrum Technology Group; Peter Aiken, Asst. Prof. of Information Systems, Virginia Commonwealth University; Henry Stewart, Dir. of Planning and Data Administration, University of Rochester; Michael K. Miller, Sr. Data Architect, Data Planning and Architecture, NCR Corp.; Michael J. Belak, Director Data Administration, The NASDAQ Stock Market; Ronald Boeving, VP, Information Systems, HealthCARE Compare Corp.; John C. Carrow, Chief Information Officer, City of Philadelphia; MANY MORE!!!!

Registration: Call DAMA-NCR Business Office at 703/442-8780.

Advance Notice

**TECHNOLOGY TRANSFER SOCIETY MEETS IN CLEVELAND
JULY 21--23**

Technical specialists from all over the United States will gather in Cleveland, July 21-23, for the 21st annual meeting of the Technology Transfer Society. The meeting will highlight 20 papers on international issues such as recent ventures between the United States and Korea and a benchmark study of manufacturing extension in Europe, Japan, and the United Kingdom. David Broder, a columnist with the *Washington Post*, will give a luncheon address on July 22.

For further information contact the Society at 317/738-3908.

TALKS BY NIST PERSONNEL

ATHA, D.H.: "Detection of P53 Point Mutations by Single Strand Conformation Polymorphism (SSCP): Analysis by Slab Gel and Capillary Electrophoresis," Perkin Elmer, Applied Biosystems, Inc., Foster City, CA, 5/7/96.

CHI, P.: "Reproducibility of Si Concentration Measurements in Si-Doped GaN Films," 9th Annual Workshop on Secondary Ion Mass Spectrometry, Sheraton Hotel, Burlington, VT, 6/5/96.

PRESSER, C.: "Highlights of the NIST Spray Combustion Program: Droplet Transport and Emissions in Spray Flames," Incineration of Chlorinated Hydrocarbon Wastes Workshop, Dow Chemical Co., Freeport, TX, 5/7/96, and "Effect of Oxygen in Air on Spray Characteristics in an Air-Assist Atomizer," ILASS Americas 96, 9th Annual Conf. on Liquid Atomization and Spray Systems, San Francisco, CA, 5/22/96.

TESK, J.A.: "International Standards and Reference Materials," Implant Retrieval Meeting, Buffalo, NY, 6/3/96.

1996 WORLD STANDARDS DAY PAPER COMPETITION

This year, the U.S. standards community will celebrate World Standards Day on October 16. To highlight the importance of standards to industry and government, the sponsors of World Standards Day, including NIST, are again holding a paper competition. The theme for the 1996 World Standards Day paper contest will be "U.S. National vs International Standards."

PRIZE: The author(s) of the winning submission will receive \$2500 and a commemorative plaque. The winning paper will be published by ANSI, the Standards Engineering Society and others.

ELIGIBILITY: The competition is open to individuals in private sector or government facilities located in the United States. The paper may be co-authored.

RULES: The paper must be original and not previously published. NIST papers should be processed through WERB or BERB in the usual way. Papers must be between 2500 and 4500 words and should not exceed 20 pages. Entries must be received by September 1, 1996. Contest rules and application forms may be obtained from: Underwriters Laboratories, Inc., Attn.: Carolyn Anderson, WORLD STANDARDS DAY PAPER COMPETITION, 12 Laboratory Drive, Research Triangle Park, NC 27709; Phone: (919) 549-1877; Fax: (919) 547-6018.

NIST Administrative Calendar

Notices to be included should be transmitted in writing in time to be received by NOON on WEDNESDAY. Send to Management & Organization Division, Bldg. 415, Room 118, extension 4074, fax to 926-8091, or e-mail to gmr@micf.nist.gov.

June 3 - June 7, 1996

ADMINISTRATIVE ITEMS - New

Congratulations to Dr. Joseph A. Stroschio

Congratulations to Dr. Joseph A. Stroschio, Physicist, Electron and Optical Physics Division, Physics Laboratory, for receiving a 1995 Arthur S. Flemming Award from the Downtown Jaycees on May 29, 1996.

Annual Required Ethics Training

The DoC Office of General Counsel will be at NIST for our Annual Ethics Training in June 1996. All NIST employees required to file financial disclosure forms are REQUIRED TO ATTEND. The Ethics Training will be held on June 11, 12, 13, 26, and 27 in the Green Auditorium. OU's have been assigned specific dates and times as follows:

100-June 11, 9:30 a.m.	820-June 11, 11:00 a.m.	860-June 13, 9:30 a.m.
200-June 11, 9:30 a.m.	830-June 12, 9:30 a.m.	870-June 13, 11:00 a.m.
300-June 11, 1:30 p.m.	840-June 12, 11:00 a.m.	880-June 13, 1:30 p.m.
810-June 11, 11:00 a.m.	850-June 12, 1:30 p.m.	

NOTE: Make-up sessions are scheduled on June 26 and 27 in the Green Auditorium at 9:30 a.m., 11:00 a.m., and 1:30 p.m. For additional information, please contact Debbie Martin on extension 3039.

Note of Appreciation

The following note of thanks and appreciation was received from Sharon Umberger, who retired May 3, 1996. "Dear NIST Friends - Thank you so very much for your very generous gifts and for your presence at my retirement reception. Also, thank you for the many fond memories I have of my years at NBS/NIST. Best wishes to all of you."

NIST General Tour

NIST offers tours on most Thursdays at 9:30 a.m. Advance reservations are required. In addition to a short overview, the tour includes three stops chosen from the following: Advanced Ceramics, Clinical Measurements of Cholesterol, Structures, and the Museum. The tour lasts approximately 1 1/2 hours. To reserve a space on an upcoming tour, please call Jan Hauber on extension 3585.

Shoemobiles to Visit NIST

The **Hy-Test Shoemobile** will be at NIST on Thursday, June 6, 1996, from 1:00 to 4:00 p.m. The **Knapp Shoemobile** will be at NIST on Tuesday, June 11, 1996, from 12:00 noon to 3:00 p.m. The staff may purchase shoes from the shoemobiles or place an order for shoes which will be shipped to their home. Both shoemobiles will be located north of Building 231 (Industrial). For further information you can contact the Safety Office on extension 5818.

Department of Commerce GLOBE - Gay, Lesbian and Bisexual Awareness Month - June 1996

Calendar of Events:

June 1 - Kickoff Brunch - 12:00 Noon - San Antonio Bar & Grill, 500 8th Street, SE (Eastern Market). For more information contact Jonathan (202) 482-5783.

June 3 - FILM Showing - NIST - 11:00 a.m. - 1:00 p.m. - NIST, Chemistry Bldg., A322, West Diamond Avenue, Gaithersburg, MD. For more information contact Barbara (301) 713-0466.

June 13 - COMMEMORATIVE EVENT - "Creating Common Ground" - Featuring Secretary Kanter, Bruce Lehman, and Len Hirsch - 11:30 a.m. - 1:00 p.m. - DOC/HCHB, 14th & Constitution, NW, Room 4830. For more information contact Jonathan (202) 482-5783.

June 17 - NIST Common Ground Workshop - Addressing GLOBE's Diversity Tool - The Common Ground Program - 11:00 a.m. - 1:00 p.m. - NIST, Lecture Room E, Admin. Bldg.,

West Diamond Avenue, Gaithersburg, MD. For more information contact Barbara (301) 713-0466.

June 27 - Commerce GLOBE welcomes GLOBAL and EPA GLOBE for a Combined Happy Hour to be held at TRUMPETS - 5:30 - 7:00 p.m. - 17th & Q Sts, NW

For more information contact Jonathan (202) 482-5783.

June 28 - NIST Lunch Meeting - 11:00 a.m. - 1:00 p.m. - NIST, Cafeteria, Admin. Bldg., West Diamond Avenue, Gaithersburg, MD. For more information contact Barbara (301)

713-0466.

ADMINISTRATIVE ITEMS - Continuing

Revised Metrorail Shuttle Route

Effective June 3, 1996, the Metrorail Shuttle will deliver and pick up passengers at the EAST side Kiss and Ride area. The faster and more direct route to the East side will allow the shuttle, both going to and coming from the Metrorail station, to also stop at NIST North to pick up and discharge passengers. The route of travel will be from the Administration Building to NIST North and then to the Metrorail Station. On the return run the shuttle will stop at NIST North and then proceed to the Administration Building. We ask that all passengers boarding the shuttle at NIST North be at the front of the building ready to board the shuttle when it arrives.

This change in route will NOT change the schedule. The schedule will remain as is with departures from the front of the Administration Building on the hour and half hour

and with departures from the Shady Grove Metrorail Station EAST side at 15 and 45 minutes past the hour. The shuttle will arrive at NIST North approximately 3-4 minutes after leaving the Administration Building and 7-8 minutes after leaving the Metrorail station.

On a space available basis, the Metrorail shuttle may be used for travel between the main campus and the North campus, however, priority seating will be made available to those traveling to and from the Metrorail station.

Diabetic Screening

Do you have a family history of diabetes? The Health Unit will be conducting diabetic screening during the weeks of June 3 and June 10. The test is simple - a finger stick for a drop of blood after fasting for 12 hours is all it takes. Call the Health Unit on extension 5131 for an appointment. The Health Unit also has information on Living with Diabetes. Stop by for your free copy.

PCX No. 267 _____ **May 28, 1996**

PC-EXCHANGE: Share your PC problems, questions, etc. so that other staff members can benefit from your experience or offer suggestions to address your PC needs. Mail/phone your contributions (anonymously or with credit) to Gaithersburg PC Assistance. Gaithersburg PC Assistance: Call the PC Assistance Hotline (voice or TDD), 301/975-3099; Admin/A738; e-mail PCASSIST@micf.nist.gov. Access the PC Assistance Web Page at: <http://larch.cam.nist.gov/~eater/pcassist.html>. Gaithersburg PC Maintenance and Hardware Upgrades: Call the PC Maintenance Hotline, 301/975-4090. Boulder PC Assistance or Maintenance: Call the Boulder PC Support Hotline, 303/497-3931; Room 1-4050; e-mail PCASK@bldrdoc.gov.

267.1 SCAM CONCERNING LAPTOPS STOLEN AT U.S. AIRPORTS - Thanks to Chris Kuyatt (100) for passing along the following information: The FAA recently learned of a hustle that's being employed at airports all across the country to steal laptop computers. It involves two persons who look for a victim carrying a laptop and approaching a metal detector.

They position themselves in front of the unsuspecting passenger. They stall until the passenger puts the laptop computer on the conveyor belt. Then the first subject moves through the metal detector easily. The second subject sets off the detector and begins a slow process of emptying pockets, removing jewelry, etc. While this is happening, the first subject takes the laptop as soon as it appears on the conveyor belt and moves away quickly. When the passenger finally gets through the metal detector, the laptop is gone. The subject that picks it up heads into the gate area and disappears among the crowd.

Sometimes a third subject will take a hand-off from the first subject and the computer is out of the restricted area before the passenger even knows that it is gone.

This is becoming a widely practiced problem and is happening at airports everywhere. When traveling with a laptop computer, try to avoid lines to enter a metal detector when possible. When you can't do that, delay putting your luggage and laptop on the conveyor belt until you are sure that you will be the next person through the metal detector. As you move through the metal detector, keep your eyes on the conveyor belt

and watch for your luggage and laptop to come through as well as watching for what those in front of you are picking up.

267.2 POWERPOINT AND NON-MICROSOFT TCP/IP STACKS - Thanks to Tish Antonishek (888) for passing along the following information for Microsoft PowerPoint 7.0 users: If you're using PowerPoint 7.0 and a non-Microsoft TCP/IP stack (such as OnNet), PowerPoint may give the message "PowerPoint has found an error it cannot correct" when you select the Tools menu. This occurs because, when you click the Tools menu, PowerPoint checks your system to verify that you have a valid TCP/IP protocol installed. If PowerPoint finds a valid protocol, it includes Presentation Conference on the Tools menu. If PowerPoint encounters certain third-party TCP/IP protocol stacks, such as OnNet, it may hang or display the error message. The file WT1274.EXE, available from the MIFC WHLIST, the ENH, and from the PC Assistance web pages, is a Microsoft-provided update which corrects this problem. This is a self-extracting file which contains both a readme file in MS-Word format and an updated version of the PPTTOOLS.DLL file. To install the upgrade, run the WT1274.EXE file to extract the update. Then replace your current PPTTOOLS.DLL file in the PowerPoint folder with the updated file.

OFFICE OF INFORMATION SERVICES - News

Library Tours

A 30-minute tour of the NIST Library (Research Information Center) is given on the 2nd Wednesday of every month. A member of the Office of Information Services staff is on hand for as long as necessary afterwards to answer questions, or to arrange for more detailed explanations of specific areas.

No reservation is required. If you have any questions, or want to make suggestions about what should be covered, call Marietta Nelson on extension 3055. Next tour: Wednesday, **June 12, 1996**, at 10:30 a.m.

Attention Library Patrons

The telnet session for access to the NIST Virtual Library Gopher has changed. Please alter the appropriate scripts if you wish to continue to use the Gopher.

From:	private_lgopher	(this has an underscore)
To:	private-lgopher	(this is a hyphen)

The login remains the same: pgopher. No password is required.

You may also want to try out the World Wide Web interface via Netscape instead, since the resources there take advantage of newer technology. The NIST Virtual Library is at <http://ts.nist.gov/nvl>.

Training on the NIST Virtual Library

The Office of Information Services is offering training on the *NIST VIRTUAL LIBRARY*, which provides online access from your desktop computer to a variety of information

resources and services. The next training date is June 25, 1:30-4:00 p.m., in Room A41 in the basement of the Administration Building. Participants should know how to use a mouse. To register, please call Diane Cunningham on extension 3053. There is no cost for this training.

SEBA - STANDARD EMPLOYEES BENEFIT ASSOCIATION

NIST BRASS

The NIST BRASS (Bureau Radio Amateur Signal Society) will hold it's June meeting on Tuesday, June 4th, in the Townhouse (Radio Station) behind the Reactor starting at noon. We will be discussing Field Day and the preparations taking place for the event. The meetings are open to ALL Radio Amateurs and those that are interested in becoming hams at NIST. For more information regarding the BRASS, contact Tom Buckley (President) on extension 2560 or Bob Biss (Secretary/Treasurer) on extension 3713. Hope to see you at the meeting.

SEBA Basketball

Open gym will begin on July 3, 1996, from 6:00 to 8:00 p.m. at Ridgeview Intermediate School and will end on August 7, 1996. All participants must have a current SEBA number. No one will be allowed to participate without the permission of James E. Rountree (ext. 4035) or Alan N. Heckent (ext. 2899).

Amusement Park Tickets

DISCOUNT TICKETS for Adventure World and Hershey Park are available in the SEBA Store for SEBA members.

SEBA Gift Store

For another two weeks only!! The SEBA Gift Shop, located in the basement of the Administration Building, will be having a *Spring Reduction Sale*. All NIST and NBS t-shirts and sweatshirts are 50% off. All items will be 50% off with the exception of a few NIST logo items. So come on down, before all is gone.

Vendor Schedule - Bldg. 101 Cafeteria

June 4 and 5 - Jack Vogt Jewelry
June 13 - Kate Hurson Premier Designs Jewelry
June 18 and 19 - RH Enterprises - Fragrances

Employee Printing Services

Employee Printing Services catalogs have arrived in the SEBA Store. Discount of 40% OFF list price. Catalogs have wedding invitations, party invitations, social and birth announcements, shower and party accessories, monogrammed informals and thank you cards. Catalog may be borrowed for one week.

CAFETERIA MENU (Subject to change without notice)

<u>Monday</u>	Noodles	Fruit Pie	Fried Trout	Amandine
Special	Green Beans	Entrees/Vegetables	Beef Burgundy	Broccoli &
Beef Burgundy over	Amandine	Burriot Platter	Green Beans	Cauliflower

Noodles	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>
Rice	Special	Special	Special	Special
Soup/International	Vintage Chicken	Roast Turkey	Braised Italian	Fried Whiting Fillet
Chicken Noodle	Steamed Cabbage	w/Dressing	Pepper Steak	Macaroni & Cheese
Pasta	Red Bliss Potatoes	Brussel Sprouts	Southern Style	Broccoli Spears
	Roll & Butter	Sweet Potato & Corn	Collards	Fresh Fruit
	Entrees/Vegetables	Souffle	Mashed Potatoes	Entrees/Vegetables
	Burrito	Roll & Butter	Roll & Butter	Burrito
	Vintage Chicken	Entrees/Vegetables	Entrees/Vegetables	Baked Fish
	London Broil	Burrito	Taco Salad	Remouoade
	Peas & Carrots	Roast Turkey	Burrito	Escalloped Ham &
	Steamed Cabbage	w/Dressing	Cancun Chicken	Potatoes
	Red Bliss Potatoes	Seasame Pork	Braised Italian	Fried Whiting Fillet
	Rice	w/Broccoli	Pepper Steak	Macaroni & Cheese
	Soup/International	Brussel Sprouts	Southern Style	Broccoli Spears
	Cream of Broccoli	Sweet Potato & Corn	Collards	Butternut Squash
	Pasta	Souffle	Cauliflower	Rice
		Baked Potato	w/Hollandaise	Soup/International
		Rice	Sauce	Boston Fish Chowder
		Soup/International	Mashed Potatoes	Pasta
		Old Fashioned Bean	Rice	
		Tex-Mex	Soup/International	
			Minestrone	
			Pasta	

TRAINING AND EDUCATION OPPORTUNITIES

To reserve a space in any training course an approved NIST Request For Training Memo must be submitted unless otherwise noted. Receipt of the approved Memo serves as your space registration. All classes will be filled on a first-come-first-reserved basis. Without an approved Memo, we are unable to reserve a space in any class. Please forward the approved Memo as soon as possible when planning your training. If you have any questions, please call x3017. Thank you!

****MANAGEMENT UPDATE SERIES****

The Management Update Series is a series of monthly briefings for all supervisors and managers focusing on administrative subjects critical to the way we operate. The Request for Training Memo is not required for sessions in the Management Update Series, unless otherwise noted.

DIVERSITY IN THE WORKPLACE

Description: This two-day workshop will assist managers and supervisors to develop an understanding of how cross-cultural dynamics impact the workplace. Using a variety of participatory exercises, attendees will gain a broader understanding of the value of diversity and of each of our roles as individuals and as

group members in a diverse workforce. Time will be spent on defining and practicing specific skills/competencies needed to build and peacefully co-exist in an inclusive work environment.

Instructor: Bonnie J. Berger
& Associates

Cost: Approximately \$300 per participant

Dates: June 4-5, 1996

Location: Lecture Room E, Administration Building

Time: 9:00 a.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo must be submitted by ASAP.

CLASSIFICATION TRAINING FOR SUPERVISORS

Description: The classification and position description system is a component of the NIST Personnel Management Demonstration Project. As a supervisor of employees covered by the demonstration Project, you are delegated authority to classify positions of employees covered under the Demonstration Project. In this session you classify and create a position description. This is a required course for every probationary supervisor. The course must be completed before a supervisor can access the Automated Classification System (ACS).

Instructor: Carol Hubshman,
Office of Human Resources Management
Cost: NONE

Date: July 2, 1996
Location: A41, Administration Building
Time: 9:30 a.m. - 11:00 a.m.

Due to the limited number of p.c's every participant must reserve a space. Please call X3017 to register.

STAFFING POSITIONS AT NIST

Instructor: Debbie Martin, Office of Human Resources Management
Cost: NONE
Date: June 19, 1996
Location: Lecture Room D, Administration Building
Time: 1:30 p.m. - 3:00 p.m.

RETIREMENT/BENEFITS

Instructor: Marcia Robertson, Office of Human Resources Management
Cost: NONE
Date: June 24, 1996
Location: Lecture Room D, Administration Building
Time: 1:30 p.m. - 3:00 p.m.

CONFLICT RESOLUTION FOR MANAGERS AND SUPERVISORS

Description: This course is open to all supervisors and managers. Participants learn methods for diagnosing sources of conflict and strategies for successfully resolving many different types of conflict. In addition, participants identify their own conflict style and its strengths and weaknesses. Workshop methods include: tailored cases, structured exercises, Negotiation Style Inventory instrument and film.

Instructor: Liz Berney of Berney Associates
Cost: Approximately \$115 per participant
Date: July 9, 1996
Location: Lecture Room D, Administration Building
Time: 9:00 a.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo must be submitted by June 18.

****GENERAL TRAINING****

MASTERING THE ART OF CUSTOMER SERVICE

Description: The O-Board is pleased to sponsor Nancy Friedman, an international keynote speaker on customer service and telephone skills, who will address the NIST staff on the importance of standard practices and procedures for dealing with our customers. NIST, known world-wide for setting the highest standards in science and technology, should consistently aim for the same level of performance in dealing with our customers. Nancy's common sense approach combined with her humorous presentation format, provide both an educational and entertaining resource for

performance improvement in the important area of customer service. Nancy has been a guest on Good Morning America, CBS This Morning, CNN, CNBC and hundreds of other radio and TV outlets around the country. She has been on the speaker line with General H. Norman Schwarzkopf, Lou Holtz, General Colin Powell, Jack Anderson, Pete Rose, Bobby Knight and Ken Blanchard. Her clients include hundreds of major U.S. businesses, trade associations and government agencies that have benefitted from her insight on this important topic.

Please join us on August 20th to hear Nancy's thoughts on topics like the "Five Forbidden Phrases", how to deal with "Emotional Leakage" and dealing with irate customers. Nancy will also provide insight on the benefits of standardized phone greetings and effective use of the phone mail to best serve the customers and NIST staff. Bring any questions you might have for Nancy on how to handle situations you feel are unique to NIST.

Instructor: Nancy Freidman, Telephone "Doctor"
Cost: Approximately \$650 per OU (approx. \$30 per participant)

Date: August 20, 1996
Location: Red Auditorium
Time: 9:30 a.m. - 11:30 a.m.

PLEASE NOTE: Request for Training Memo is not needed, however I will need names and a CC# from each OU by July 18th.

THE CAREER REINVENTION CENTER

Description: The classes being held at Main Commerce will be coming to NIST in July! The world and the workplace are changing rapidly. Department of Commerce employee will thrive if they learn to embrace change and steadily reinvent their skills and careers. The Career Reinvention Center is a place for each of us to launch that effort.

Workshops: Dates, Time and Location:

Resume Writing: Interested in knowing how to prepare a resume? At this interactive workshop you will learn helpful hints on how to make your resume standout.

PLEASE NOTE: Participants should bring a draft resume to the workshop for the interactive class exercises.

Date: July 9, 1996
Time: 10:00 a.m. - 12:00 noon
Location: Lecture Room E, Administration Building
Cost: None
Please e-mail patricia.oconnor@nist.gov to register

Interviewing Skills: How long has it been since your

last job interview? Do you think you could have done better? Come to hear what works and practice being interviewed.

PLEASE NOTE: Participants will sign-up to be videotaped. Please bring your own VCR tape to the taping session if you want to take home your taped interview.

Date: July 16, 1996

Time: 10:00 a.m. - 12:00 noon

Location: Lecture Room C, Administration Building

Cost: None

Please e-mail patricia.oconnor@nist.gov to register

TEAMBUILDING

Description: Participants will learn that a team is more than just a group of people working together, a team is a dimension in which there is a common purpose, mutual trust and respect, and support for the advancement of the individual and the team.

Instructor: R.C. Taylor and Associates, Inc.

Cost: Approximately \$150 per participant

Time: 9:00 a.m. - 4:00 p.m.

Date: August 6, 1996

Location: Lecture Room C, Administration Building

PLEASE NOTE: Request for Training Memo must be submitted by July 16.

CASE STUDIES IN UNCERTAINTY ANALYSIS **(Note Dates Have Changed)**

Description: Presents several examples of uncertainty analysis calculations. The material includes discussion of some very straightforward examples, a spreadsheet calculation method that avoids the need to deal with partial derivatives in simple cases, and some examples where the usual propagation of uncertainty formulas can not be used directly.

Instructor: Keith Eberhardt, Statistical Engineering Division

Cost: \$50 per participant

Times: 9:00 a.m. - 12 noon

Dates: June 10, 1996 and June 17, 1996 (Monday)

Location: Lecture Room A, Administration Building

PLEASE NOTE: Request for Training Memo must be submitted ASAP. Please no phone in registrations! For technical questions please call Keith on X2853.

Additional Workshops in this series are as follows:
September 13, 20 & 27, Regression Models
October 11, 18 & 25, Analysis of Variance
November 8, 15 & 22, Design of Experiments

PRE-RETIREMENT SEMINAR

Description: In this 1-day seminar you will learn the Civil Service/FERS Retirement Benefits and Social Security Benefits/Medicare. This seminar is for those employees who are thinking of retiring in the next 5 years. Joanne McGehrin is a great instructor!

Instructor: Joanne McGehrin

Cost: Approximately \$100 per participant

Date: June 20, 1996

Location: Lecture Room D, Administration Building

Time: 8:30 a.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo must be submitted by June 5.

NOTE: Spouses are welcome!

COTR LEVEL I

Description: This course is required for certification as a contracting officers technical representative. If you have any questions regarding your need for this certification, please contact your administrative officer within your Division.

Instructor: Management Concepts, Inc.

Cost: Approximately \$175 per participant

Dates: June 17 & 18, 1996

Location: **New Location: Shops Conference Room (Bldg. 304-126)**

Time: 9:00 a.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo needs to be submitted ASAP. **For technical questions please call Barbara Camp x6338.**

CONFLICT RESOLUTION (SUPPORT STAFF) **THIS IS A GREAT CLASS**

Description: In this 1-day workshop you will learn how to keep your cool, stand your ground and reach a position solution. You will also learn techniques proven to work in a variety of conflict situations.

Instructor: CareerTrack

Cost: Approximately \$150 per participant

Date: July 10, 1996

Location: Lecture Room D, Administration Building

Time: 9:00 a.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo must be submitted by June 14.

THE EXCEPTIONAL ASSISTANT

Description: In this 1-day powerful workshop you will learn essential professional skills such as, prioritizing, problem solving, managing time, resources, and crisis, delegating, decision-making, political and people skills and much, much more. This is a great class for all support staff!

Instructor:

Fred Pryor

Seminars

Cost: Approximately \$125 per participant

Date: August 7, 1996

Location: Lecture Room C, Administration Building

Time: 9:00 a.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo must be submitted by July 8.

EFFECTIVE WRITING FOR PROFESSIONALS

Persons to attend course: Professionals who are skilled writers but need to further refine their writing style.

Description: Writing effectively means more than just writing correctly. It means developing a sensitivity to the reader's needs, an awareness of the purpose of writing a specific communication, and the ability to order ideas and word them for maximum impact and clarity. By the conclusion of the course, participants will be more constructively critical of their own writing and will begin to apply the writing principles discussed in class.

Instructor: Carol Solomon of Carol Solomon and Associates

Cost: Approximately \$150 per participant

Dates: July 16, 18, 23 and 25, 1996

Location: B111, Administration Building

Time: 9:00 a.m. - 12:00 noon

PLEASE NOTE: Request for Training Memo must be submitted by June 24.

WRITING FOR RESULTS

Description: The objective of the course is to introduce participants to the fundamentals of direct, concise, reader-oriented letters and memorandums. This class is designed for staff members with limited writing experience who need to write basic memos and letters.

Instructor: Carol Solomon of Carol Solomon and Associates

Cost: Approximately \$125 per participant

Dates: July 16, 18, 23, 25, 1996

Location: B111, Administration Building

Time: 1:00 p.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo must be submitted by June 24.

****COMPUTER TRAINING****

All NIST Request for Training Memo's must be received by the Training Office at least two weeks prior to the start date of the course unless otherwise noted. At this time, the Training Office will either obligate to the instructor or cancel the class. Receipt of the approved Memo serves as your space registration. All classes will be filled on a first-come-first-reserved basis. Any questions please call Pat on x3017.

Introduction to Windows is a prerequisite for all Windows applications!

All classes will be held in A41, Basement 101.

All 1-Day Classes will be \$125

All 1/2 Day Classes will be \$60

All 2-Day Classes will be \$225, unless otherwise stated.

THE BASICS OF SYNCHRONIZE TRAINING

Description: This class will cover the basics of using Synchronize, including how to create calendar items such as Events, To-Do's, and Reminders, customize calendar configurations through menu items, set alarms for meetings, manage another person's calendar, and how to let Synchronize take care of scheduling conference rooms.

Instructor: Linda Helfer and Donna Ott of the Distributed Computing and Information Division

Dates & Times: July 1, 1996 - 9:00-11:30

July 3, 1996 - 1:00-3:30

July 11, 1996 - 9:00-11:30

July 15, 1996 - 9:00-11:30

July 24, 1996 - 9:00-11:30

July 24, 1996 - 1:00-3:30

July 25, 1996 - 1:00-3:30

July 29, 1996 - 9:00-11:30

July 29, 1996 - 1:00-3:30

July 31, 1996 - 1:00-3:30

Cost: NONE

PLEASE NOTE: DN-11's are not required but send and E-Mail message to

Patricia.oconnor@nist.gov to register for a space, the class is limited to 15 people.

SYNCHRONIZE TRAINING PLUS II

Description: This class will teach Synchronize users the basics of the calendaring software plus go into more detail and cover a few more features of the software, including how to create calendar items such as Events, To-Do's, and Reminders, customize calendar configurations by editing configuration files, set permissions for effective use of their calendars by others, plus more advanced features such as using Synchronize as a stand-alone program and setting up programs to be executed when meetings are about to begin. Some prior experience using MS-Windows, UNIX, or Macintosh is required.

Instructor: Chuck Eater and Tish Antonishek of the Distributed Computing and Information Division

Dates & Times: July 1, 1996 - 1:00-3:30

July 3, 1996 -

9:00-11:30

July 9, 1996 - 9:00-11:30

July 9, 1996 - 1:00-3:30

July 11, 1996 - 1:00-3:30

July 15, 1996 - 1:00-3:30

July 17, 1996 - 9:00-11:30

July 17, 1996 - 1:00-3:30

July 25, 1996 - 9:00-11:30

July 31, 1996 - 9:00-11:30

Cost: NONE

PLEASE NOTE: DN-11's are not required but send an E-Mail message to Patricia.connor@nist.gov to register for a space.

EUDORA TRAINING

Description: This short (2 1/2 hour) class will teach participants how to send and receive electronic mail using PC-Eudora for Windows, how to create and manage mailboxes, nicknames and distribution lists, how to write rules to automatically direct incoming and outgoing mail to specific mailboxes, and how to send and receive files as attachments.

Some prior experience using MS-Windows is required.

Instructor: Chuck Eater of the Distributed Computing and Information Division

Date & Time: July 8, 1996, 1:00 p.m. - 3:30 p.m.

Cost: NONE

DN-11's are not required but send an E-Mail message to Patricia.oconnor@nist.gov to register for a space.

INTRODUCTION TO WINDOWS

Description: This one-day class will teach those new to the Windows environment the benefits of using Windows.

Instructor: Lyndie Billey and Associates

Date: June 12, 1996

Time: 9:00 a.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo must be submitted ASAP.

INTERMEDIATE WINDOWS

Description: This class is designed for students who want to start an application from Windows without using an icon, use shortcut keys, add programs to windows, use Character map, record and run macros, and use the Clipboard. In addition, students will learn to use File Manager to change file attributes, search for files, create Program Manager icons, and use Drag and Drop to open and print files.

Instructor: ExecuTrain

Date: June 20, 1996

Time: 9:00 a.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo must be submitted by June 5.

INTRODUCTION TO LOTUS FOR WINDOWS

Description: This workshop is for participants that are upgrading to Lotus for Windows.

Instructor: Lyndie Billey and Associates

Date: June 5, 1996

Time: 9:00 a.m. - 4:00 p.m.

PLEASE NOTE: Requests for Training Memo must be submitted ASAP.

UPGRADING FROM WP5.1 TO WP FOR WINDOWS 6.1 (2-Day Class)

Description: Your productivity will increase significantly with 6.1 by taking advantage of the Powerbars, Toolbars, Templates, and Coaches. First you'll learn how to use all the icons that appear each time you load the program, then you'll learn about some of the most remarkable, easy-to use features available in any wordprocessor on the market. And of course we'll cover your basic features Bullets, tabs, alignment, formatting, and tables as they are easier than ever. You'll also learn some of WP 6.1's Quick features that will allow you to get your work done more quickly. Plus many more tips and tricks!

Instructor: Impact Services, Inc.

Dates: June 18 & 19, 1996

Time: 9:00 a.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo must be submitted by June 3.

UPGRADING FROM WP5.1 TO WP FOR WINDOWS 6.1

Description: Your productivity will increase significantly with 6.1 by taking advantage of the Powerbars, Toolbars, Templates, and Coaches. First you'll learn how to use all the icons that appear each time you load the program, then you'll learn about some of the most remarkable, easy-to use features available in any wordprocessor on the market. And of course we'll cover your basic features Bullets, tabs, alignment, formatting, and tables as they are easier than ever. You'll also learn some of WP 6.1's Quick features that will allow you to get your work done more quickly.

Instructor: Lyndie Billey and Associates

Date: June 4, 1996

Time: 9:00 a.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo must be submitted ASAP.

UPGRADING FROM WP5.1 TO WP FOR WINDOWS 6.1

Description: Your productivity will increase

significantly with 6.1 by taking advantage of the Powerbars, Toolbars, Templates, and Coaches. First you'll learn how to use all the icons that appear each time you load the program, then you'll learn about some of the most remarkable, easy-to use features available in any wordprocessor on the market. And of course we'll cover your basic features Bullets, tabs, alignment, formatting, and tables as they are easier than ever. You'll also learn some of WP 6.1's Quick features that will allow you to get your work done more quickly.

Instructor: Business Support Training, Inc.

Date: June 28, 1996

Time: 9:00 a.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo must be submitted by June 13.

DBASE 5.0 FOR WINDOWS (This Class Not Offered Often)

Description: In this workshop you will learn the fundamentals of relational database design and how to implement your design in the dBase for Windows environment. You will examine objects and their properties. Hands-on exercises include: creating and modifying tables, adding, deleting and displaying data; querying database; and generating simple reports, and much more.

Instructor: Business Support Training, Inc.

Dates: June 26 and 27, 1996

Time: 9:00 a.m. - 4:00 p.m.

PLEASE NOTE: Request for Training Memo must be submitted by June 11.

NIST VACANCIES FOR GAITHERSBURG, MD						
MAY 31 ,1996						
Vacancy Announcements will not be available until the above date.						
Div	Title	Series	Salary Range & Payband or Grade	Promotion Potential	Vacancy Number	Closing Date
OPEN TO CURRENT STATUS APPLICANTS						
841	Chief, Electron and Optical Physics Division	1301	\$100,526 - \$122,688 ES-1/6	NONE	57-0719/SES	06/14/96
OPEN TO ALL QUALIFIED APPLICANTS, CTAP & ICTAP						
353	Motor Vehicle Operator	5703	\$11.78hr. - \$13.77hr. WG-6	NONE	NIST-1093/BL	06/14/96
353	Printing Assistant (Office Automation) AMENDED	0351	\$20,989 - \$27,297 ZS-III	NONE	NIST-0900/BL	06/14/96
OPEN TO CURRENT NIST STATUS EMPLOYEES & CTAP APPLICANTS						
353	Motor Vehicle Operator	5703	\$12.62hr. - \$14.76hr. WG-7	NONE	NIST-1094/BL	06/14/96
OPEN TO CURRENT STATUS , CTAP & ICTAP APPLICANTS ONLY						
357	Contract Specialist	1102	\$37,094 - \$57,800 ZA-III	NONE	NIST-0228/AG	06/07/96
OPEN TO CURRENT STATUS EMPLOYEES OF THE ACQUISITION AND ASSISTANCE DIV. AND CTAP APPLICANTS						
357	Purchasing Agent	1105	\$25,061 - \$37,524 ZS-IV	NONE	NIST-1098/AG	06/07/96
NTIS VACANCIES FOR SPRINGFIELD, VA						
OPEN TO CURRENT DOC EMPLOYEES ELIGIBLE FOR CTAP, ICTAP AND SPECIAL APPOINTING AUTHORITIES ONLY						
NTIS	Budget Analyst	0560	\$25,061 - \$32,582 GS-7	GS-12	NTIS-113/JC	06/14/96
OPEN TO CURRENT NTIS STATUS EMPLOYEES, CTAP AND SPECIAL APPOINTING AUTHORITY APPLICANTS ONLY						
NTIS	Lead Customer Service Clerk (Office Automation)	0303	\$22,687 - \$32,582 GS-6	GS-7	NTIS-124/JS	06/14/96
OPEN TO ALL QUALIFIED APPLICANTS						
NTIS	Secretary (Office Automation)	0318	\$22,687 - \$29,068 GS-6	GS-7	NTIS-467/MC	06/14/96

APPLICANT SUPPLY FILE INFORMATION

NIST is collecting applications or resumes for future job openings in a range of occupational areas. Both government and non-government applicants (including NIST and DOC employees) may submit their applications or resumes to be retained in a file system for 90 days. A separate application or resume is required for each occupation and payband. Please indicate the occupation, payband or salary level you want to be considered for at the top of your application or resume. (See below) Applicants eligible for the DOC Career Transition Assistance Plan (CTAP) and the Interagency Career Transitions Assistance Plan (ICTAP) will receive priority consideration for any vacancy that may occur. If you wish to extend your period of consideration for Applicant Supply beyond 90 days, you must submit a new application or resume package. Applicants who would like to place their application or resume in the NIST Applicant Supply System may mail or drop off their package at: NIST, Office of Human Resources Management, Bldg: 101, Room: A-123, Gaithersburg, MD 20899, Attn.: Applicant Supply.

We are accepting applications or resumes for Applicant Supply in the following fields:

Paybands I thru V: Engineers, Computer Scientist, Metallurgist, Mathematical Statistician.

Paybands III thru V: Physical Scientist, Computer Specialist, Biologist, Social Science, Research Psychology, Economist, Chemist, Mathematician, Physicist. **Paybands I & II:**

Accounting. **Payband III:** Nuclear Engineering Technician. **Payband I thru IV:** Clerical Support (OA), Office Automation Clerk/Assistant, Secretary (OA). **Payband II:** Police Officers.

TELECOMMUNICATIONS DEVICE FOR THE DEAF: Contact Maryland Relay Service at 1-800-735-2258.

Vacancy Announcements can be picked up OUTSIDE the Personnel Office Bldg.: 101 from 6:30 a.m. - 6:30 p.m.

NIST PERSONNEL INFORMATION HOTLINE: DIAL (301) 926-4851. This is an outside call. Boulder vacancies are listed in the Boulder Lab Weekly Bulletin.